

**San Jose Fire Fighters, IAFF, Local 230  
2010-2011 Total Compensation Profile**

**TOP STEP FIRE PREVENTION INSPECTOR<sup>1</sup>**

|  | <b>Current<br/>Compensation</b> | <b>After 8.91%<br/>Total Compensation<br/>Reduction<sup>2</sup></b> |
|--|---------------------------------|---|
| Base Pay                                   | \$114,837                       | \$103,755   |
| Holiday-In-Lieu (5.623%)                   | \$6,457                         | \$5,834   |
| Anti-Terrorist Training Pay (2.00%)        | \$2,297                         | \$2,075   |
| Education and Training                     | \$910                           | \$910   |
| EMT  | \$2,947                         | \$2,663   |
| Uniform Allowance                          | \$495                           | \$495   |
| <b>Total Cash Compensation<sup>3</sup></b> | <b>\$127,943</b>                | <b>\$115,732</b>  |
| Retirement Contribution (44.16%)           | \$54,578                        | \$49,311  |
| Unemployment Insurance <sup>4</sup>        | \$873                           | \$789   |
| Health Insurance <sup>5</sup>              | \$13,016                        | \$13,016  |
| Dental Insurance (PPO) <sup>5</sup>        | \$1,271                         | \$1,271   |
| Life Insurance                             | \$24                            | \$24  |
| EAP  | \$253                           | \$253   |
| <b>Other Benefits</b>                      | <b>\$70,015</b>                 | <b>\$64,664</b>   |
| <b>Total Pay and Benefits<sup>6</sup></b>  | <b>\$197,958</b>                | <b>\$180,396</b>  |
| <b>Cost of 10% Total Compensation</b>      | <b>\$19,796</b>                 |   |
| <b>Total Compensation Savings</b>          |                                 | <b>\$17,562</b>   |
| <b>% of Total Compensation Savings</b>     |                                 | <b>8.87%</b>  |

**Notes and Comments**

<sup>1</sup> Fire Prevention Inspector classification is eligible for overtime.

<sup>2</sup> Assumes 8.91% Total Compensation is taken off of base pay

<sup>3</sup> Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

<sup>4</sup> Unemployment Insurance rate increased from 0.31% to 0.76% of payroll

<sup>5</sup> Assumes employee is enrolled in family health and dental.

<sup>6</sup> Does not include value of paid sick leave and paid vacation leave.